

In case of reply, the  
number and date of this  
letter should be quoted

Our Ref: BD/CMU/10/20/SAL.1

Your Ref:

Tel No:



REPUBLIC OF GHANA

## MINISTRY OF FINANCE

13<sup>th</sup> OCTOBER, 2020

### THE CONTROLLER AND ACCOUNTANT-GENERAL CONTROLLER AND ACCOUNTANT-GENERAL'S DEPARTMENT ACCRA

### CONDITIONS OF SERVICE FOR THE TEACHER UNIONS WITHIN THE GHANA EDUCATION SERVICE

1. Following conclusion of negotiations between Government and the Teacher Unions within the Ghana Education Service, comprising of the Ghana National Association of Teachers (GNAT), National Association of Graduate Teachers, Ghana (NAGRAT) and Coalition of Concerned Teachers Ghana (CCT-GH)) on 5<sup>th</sup> March, 2020, on their Collective Agreement, approval is, hereby, given for implementation of the allowances as set below, effective **January 1, 2020**:

NO.	ALLOWANCES	RATES
(i)	Vehicle Maintenance Allowance	(i) Car- GH¢210.00 per month (ii) Motorcycle- GH¢70.00 per month (iii) Bicycle- GH¢28.00 per month
(ii)	Kilometric Allowance	(i) Car- GH¢3.50 per km (ii) Motorcycle- GH¢1.40 per km
(iii)	Night Allowance	(i) Chief Director/ Chief Executive- GH¢490.00 per night (ii) Coordinating Director/Deputy Chief Executive/Head of Department- GH¢420.00 per night (iii) Directors - GH¢350.00 per night (iv) Snr. Staff - GH¢280.00 per night (vi) Jnr. Staff - GH¢210.00 per night Where accommodation and meals are provided, rates abated by one-third (1/3) <u>Trekking Officers:</u> (i) Not exceeding 12 days in a quarter- full overnight allowance (ii) Beyond 12 days- half (1/2) the rate of night allowance
(iv)	Allowance for Teachers in Deprived/ Difficult Areas	To be determined by GES in conjunction with FWSC
(v)	Acting Allowance	Difference between the (Acting) Officer's salary and the minimum salary point of the (acting) post, or 20% of monthly basic salary whichever is higher



NO.	ALLOWANCES	RATES
(vi)	Retention Premium	15% of monthly basic salary per month
(vii)	Protective Clothing	To be provided by the Institution
(viii)	Allowance to purchase means of Transport	Per existing regulations
(ix)	Salary Advance	Two (2) months gross salary to be recovered in twelve (12) monthly installments
(x)	Special Advance	Two (2) months salary advance to be recovered after two (2) months grace period and shall be spread over a period not exceeding twenty-four (24) months
(xi)	Transfer Grant/ Permanent Posting Allowance	3 months basic salary
(xii)	Rent Advance	Not exceeding the employee's basic annual salary
(xiii)	Advance for the purchase of durable Household Goods	A loan not exceeding 150% of an employee's annual gross salary to be repaid in not more than eighty-four (84) equal installments
(xiv)	Additional Duty Allowance	10% of monthly basic salary per month
(xv)	Allowances for Directors	Applicable Category 4 Allowances to be paid
(xvi)	Continuous Professional Development (CPD)	(i) Professional Teachers - GH¢1,200.00 (ii) Non-Professional Teachers - GH¢800.00
(xvii)	Medicare	(i) Employee, spouse and four children of 18 years and below to be covered by NHIS (ii) Payment of 50% of the cost of management of illness not covered by NHIS (iii) Where a child is above 18 but below 23 years and is still in school, he or she shall be covered by the Medical Scheme
(xviii)	Death Benefits	(i) Employee- GH¢2,100.00 (ii) Spouse- GH¢1,400.00 (iii) Child- GH¢1,400.00 (All inclusive)
(xix)	Travelling Expense Allowance	7 tonnes at STC rate or any transport company appointed by Government
(xx)	Physically Challenged Guide	Daily Minimum Wage for 27 Days
(xxi)	Physically Challenged Transport	20% of monthly basic salary



2. **Continuous Professional Development Allowance**, which is to be paid in one instalment per annum, is to be effected in **November, 2020** to eligible teachers.
3. By this approval, all other rates, hitherto, applied by institutions within the Ghana Education Service cease to exist. The conditions of service as mentioned above and all others as contained in the Collective Agreement are applicable for three (3) years from 2020-2023.
4. Implementation of any other allowances should be guided by the Administrative Instructions for Category 2&3 Allowances or the Collective Agreement for Teaching Staff within the Ghana Education Service (GES), where applicable.
5. Kindly give effect to this approval.



  
**HON. ABENA OSEI-ASARE (MP)**  
**DEPUTY MINISTER**  
**FOR: MINISTER**

CC: The Hon. Minister, MOF  
The Hon. Minister, Ministry of Education  
The Hon. Deputy Ministers, MOF  
The Chief Director, MOF  
The Director of Budget, MOF  
The Chairman, Public Services Commission  
The Auditor-General, Audit Service  
The Chief Executive, FWSC  
The Director-General, GES